



Office of Professional Regulation

Guidance for Internationally Educated Nurses

If your nursing education occurred outside of the United States, the following criteria must be met to be eligible for nursing licensure in Vermont. See [Administrative Rule 8-5](#):

Canadian Nursing Education by Endorsement

An applicant whose nursing education and initial license to practice was in Canada, who has been duly licensed by a provincial licensing authority, who has passed an acceptable examination and maintained provincial licensure in good standing, may *apply for licensure by endorsement*. Acceptable examinations are the NCLEX and, for a person licensed prior to December 31, 2015, the Canadian Nurses' Association Testing Service Examination.

Endorsement applications must include following:

1. Verification of active Canadian Nurse licensure
2. if the nursing education program or licensing exam was not conducted in English, acceptable evidence of oral and written English-language proficiency;
3. documentation of one of the following:
 - a. 50 days (400 hours) of practice as a nurse in the two years immediately preceding the application;
 - b. 120 days (960 hours) practice as a nurse within five years of the application;
 - c. 20 hours of qualifying continuing education in the two years immediately preceding license application; or
 - d. a current nationally recognized certification, and
4. A completed federal criminal background check.
5. satisfactory evidence of eligibility to work lawfully in the United States, to include a US social security number or taxpayer identification number;

Canadian Nursing Education by Examination

Canadian applicants who have not completed an acceptable examination must take the NCLEX and should *apply for license by examination*.

License by examination applications must include the following:

1. A credentials review by an external agency that specializes in international academic credentials review which verifies that the applicant's nursing education meets the

requirements of Vermont; See the [Administrative Rules for Assessment of Professional Credentials Obtained Outside the United States](#);

2. Satisfactory evidence of eligibility to work lawfully in the United States, to include a social security number or taxpayer identification number;
3. Proof of oral and written English proficiency, if the nursing education program was not conducted in English; and
4. Documentation of a minimum of one of the following:
 - a. 50 days (400 hours) of practice as a nurse in the two years immediately preceding the application;
 - b. 120 days (960 hours) practice as a nurse within five years of the application; or
 - c. 20 hours of qualifying continuing education in the two years immediately preceding license application; or
 - d. active, nationally recognized certification

Other Non-U.S. Nursing Education

An applicant whose nursing education and initial license to practice was in a country other than the United States or Canada shall be authorized to take a licensing examination once the Board has received English-language documentation including:

1. A credentials review by an external agency that specializes in international academic credentials review which verifies that the applicant's nursing education meets the requirements of Vermont; See the [Administrative Rules for Assessment of Professional Credentials Obtained Outside the United States](#). Examples of approved CES services for foreign-trained nurses include but are not limited to the following:
 - [CGFNS](#) – Commission on Graduates of Foreign Nursing Schools
 - [Josef Silny & Associates, Inc.](#)
 - [SpanTran](#)
2. a completed federal criminal background check;
3. satisfactory evidence of eligibility to work lawfully in the United States, to include a US social security number or taxpayer identification number;
4. proof of oral and written English proficiency, if the nursing education program was not conducted in English; and
5. documentation of a minimum of:
 - a. 50 days (400 hours) of practice as a nurse in the two years immediately preceding the application;
 - b. 120 days (960 hours) practice as a nurse within five years of the application;
 - c. 20 hours of qualifying continuing education in the two years immediately preceding license application; or
 - d. active, nationally recognized certification.

Applicants without a Social Security Number

An applicant for a Vermont LPN or RN license who does not have an SSN may, at the Director's discretion, be permitted to present, in lieu thereof, all or some combination of the following documents:

- a passport and US Visa showing the entitlement to work in the United States such as a H1B Visa, I-766 or other current federal government form;
- for applicants attending school on an F1 visa, copies of the I-94 and I-20 signed by the designated school authority; and/or
- a [Tax Identification Number](#).

In all cases, an applicant shall email the following to SOS.OPRLicensing1@vermont.gov to the attention of the Nurse Executive Officer:

- a clear, written statement stating the reason or reasons that the applicant is ineligible to obtain a US SSN before applying;
- A copy of one or more of the identification documents listed above;
- Employer verification of continuing nursing practice;
- written verification of US employment offers if applicable; and
- verification of a current, active nursing license.

SSN waiver requests will be reviewed after all required documents are received and applicants will be notified of the disposition of their waiver request via email.

A valid US SSN is a statutory requirement to obtain or retain a multistate license under the Nurse Licensure Compact. 26 V.S.A. § 2647c(c)(11). **The exception above is available only in relation to a single-state, Vermont LPN or RN license.**

For additional application assistance, please reach out to SOS.OPRLicensing1@vermont.gov